

# EBOSS

## CODE OF CONDUCT

### Introduction

Eboss undertakes to conduct its activities in a responsible and sustainable manner. Eboss ideal also extends to the company's social responsibility in all parts of the supplier chain.

Eboss expects that all suppliers and sub-contractors adhere to this Code of Conduct.

The purpose of this Code of Conduct is to invoke a standard for the company's social responsibility within the areas of human rights, fair employment, safe working conditions and disassociation from corruption.

The Code of Conduct is based on the United Nation's (UN) Global Compact Initiative.

### Requirements

Eboss expects that every supplier complies with the Code of Conduct, even if it may result in a standard that is higher than that required by national or international legislation.

Eboss hereby declares that the following declaration applies as our Code of Conduct.

### Human rights

Eboss supports and respects the protection of human rights and freedoms in accordance with the UN Declaration of Human Rights.

We also support and respect other declarations of human rights, including the European Convention on the Protection of Human Rights and Fundamental Freedoms. We undertake to ensure that we do not become complicit in any form of breach of human rights. Physical, verbal or other forms of abuse, such as harassment or threatening or terroristic behavior, will not be tolerated, irrespective of whether it is directed at people within or without our sphere of activity.

We do not tolerate insensitive or inhuman treatment, including sexual harassment, sexual exploitation, corporal punishment, mental or physical coercion or verbal assaults directed at employees, nor do we tolerate threats of such treatment.

We disassociate ourselves from all forms of discrimination on the basis of race, skin color, gender, religion, political opinion, nationality or social background, as well as from all other discrimination based on prejudice and bias.

### Working conditions

Eboss supports and respects the right of all our employees to be members of a trade union.

Employees are free to decide whether or not they want to become affiliated with a professional association or other similar external organization.

We ensure that our employees and contracted staff have the right to enjoy healthy and safe working conditions.

We ensure that our employees, in accordance with good practice, will be entitled to sign collective agreements.

Our employees and contracted staff must not be punished for highlighting safety concerns. We distance ourselves from all types of forced labor. Employees or contracted staff must not be asked or forced to deposit money or ID documents with their employer. SLP does not endorse the practice of child labor. Employees under the age of 18 must never carry out high risk work.

### **Environment**

By conducting assessments of the environmental risks in our activities, Eboss strives to maintain a vigilant attitude to environmental issues.

We aim to maintain production that is as environmentally friendly as possible by collaborating in fields associated with efficient resource use, as well as with recycling and responsible waste management.

### **Business ethics**

Eboss distances itself from all types of corruption, bribery and similar activities. We will not tolerate any form of dubious payment, neither to nor from any member of management or any employee or contracted member of staff.

Standards in respect of business activities, advertising and competition shall be maintained. Resources to protect customer data should be in place.

### **References**

UN Global Compact Initiative: [www.unglobalcompact.org/](http://www.unglobalcompact.org/)

Universal Declaration of Human Rights: [www.un.org/Overview/rights.html](http://www.un.org/Overview/rights.html)

Convention on the Protection of Human Rights and Fundamental Freedoms:

<http://conventions.coe.int/Treaty/en/Treaties/Html/005.htm>